

## POSITION DESCRIPTION

<b>Position Title:</b>	Principal Māori Advisor
<b>Reports To:</b>	Chief of Māori Research Strategy and Partnerships
<b>Direct Reports:</b>	Nil
<b>Group:</b>	Ag Emissions Centre, AgResearch Group – Bioeconomy Science Institute
<b>Key Relationships:</b>	Māori freehold landowners and Post Settlement Governance Entities, iwi/hapū/whanau and other Māori agribusiness entities, Māori research organisations, AgResearch including its Māori Research and Partnerships team, and other Crown Research Institutes, Ministry for Primary Industries, Te Puni Kokiri, primary sector organisations and companies and universities.
<b>Location:</b>	Grasslands Campus, Palmerston North

## WHO WE ARE

The Ag Emissions Centre plays a critical role in New Zealand's efforts to reduce agricultural greenhouse gas emissions through shaping, funding, and managing a research and development portfolio, building capability and infrastructure, and partnering nationally and internationally to deliver our ambition and outcomes.

Reducing agricultural emissions can make a critical contribution towards combating climate change, meeting national and international emissions targets, and ensuring our primary industries thrive and continue to play their vital role in the New Zealand economy. The Ag Emissions Centre aims to discover, develop, and make available practical and cost-effective technologies and practices for New Zealand farmers and growers to reduce agricultural greenhouse gas emissions.

The Ag Emissions Centre is a core component of the Government's technology led approach to reducing agricultural emissions. In delivering to our vision and objectives we work with research organisations, government, Māori, the agri-industry, and farmers.

Ag Emissions Centre employees are employed by the AgResearch Group - New Zealand Institute for Bioeconomy Science Ltd, a Crown Research Institute that is dedicated to making a difference to the future of New Zealand by delivering world-leading research and through complex problem solving across diverse agricultural areas.



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We operate as an independent business unit within our host the AgResearch Group - New Zealand Institute for Bioeconomy Science Ltd, and work with a wide range of research and development providers to mitigate agricultural greenhouse gas emissions. Our primary location is the AgResearch Group - New Zealand Institute for Bioeconomy Science Ltd Grasslands Campus in Palmerston North.

## POSITION PURPOSE & SCOPE

The Principal Māori Advisor reports directly to the Chief of Māori Research Strategy and Partnerships and will lead the Centre's external engagement with Māori research partners leading decisions on research investment directions and evaluating the effectiveness of those decisions against the Centres Māori Research Strategy. The Principal Māori Advisor will work closely with Ag Emission's Toihau rōpū, who guides the Māori research programme. They will also support Ag Emission to define and deliver on its Te Tiriti o Waitangi obligations and ensure that the wider Ag Emission's science programme has strong relevance for the needs of te ao Māori.

The Principal Māori Advisor will have advanced knowledge and experience working in te ao Māori, Māori entities hapu and iwi, with excellent practical working knowledge of tikanga Māori and implementing research models, frameworks based on Kaupapa Māori, mātauranga Māori (Māori knowledge systems) methodologies. The Principal Māori Advisor will be well-networked and able to build and maintain relationships with a range of Māori landowning entities and stakeholders.

## KEY ACCOUNTABILITY AREAS

### STRATEGY AND DELIVERY

- Co-develops and implements processes for investing funding in Ag Emission's Māori research programme.
- Ensures Māori-centred, Kaupapa Māori, tikanga and values led research approaches with Māori researchers, organisations, and communities to build strong and positive partnerships.
- Leads codesign approaches to foster successful and long-term research collaborations in line with Ag Emission's Māori research strategy.
- Ensures the integrity of established Māori models of practice to foster the enhancement and growth of Māori capability, knowledge systems, and whenua Māori and/or the weaving of Māori knowledge and science when undertaking research collaborations.



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- Leads the implementation of targeted engagement and outreach activities to support Māori landowners and agribusiness entities to understand and manage their agricultural greenhouse gas emissions.
- Supports Ag Emission's and Toihau to define and meet its Te Tiriti o Waitangi obligations.
- Champions systems and protocols for science to learn and adopt quality research approaches in Ag Emission's wider science programmes, for beneficial research outputs and outcomes with Māori partners that preserve or enhance mana and protect Māori knowledge.

### RELATIONSHIPS

- Works closely with Toihau to implement the external engagement objectives of the Māori Research Strategy and Putea Rangahau funds for Ag Emission, including the writing analysis discussion and policy papers on research investments attending hui as required, and supporting the Chief of Māori Research Strategy as Ag Emission's main point of contact for Toihau members.
- Builds and maintains strong relationships with Māori landowners and agribusiness entities and Māori rural professionals to raise awareness of Ag Emission's Māori research programme and to ensure it is of direct value.
- Builds and maintains strong relationships with other entities working with Māori on agriculture and climate change issues.
- Engages with Māori research partners to connect with the GRA work programme, identifying opportunities for international indigenous knowledge collaboration.
- Works closely with the Ag Emission's Contract team to translate Kaupapa Māori matauranga Māori research aspirations of the Centres Māori research partners into final contract agreement form.

### PROJECT REPORTING

- Champion systems and protocols for quality Māori research capabilities and outputs to Māori partners.
- Provide formal updates to Ag Emission's Governance Group and other advisory groups as required.
- Ensure financial information is entered into company financial systems by due dates to facilitate accurate financial reporting.



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### INFORMATION MANAGEMENT

- Ensure that information created or received during the course of your work is managed as per the AgResearch Group - New Zealand Institute for Bioeconomy Science Ltd.'s Information Management Policy. This includes naming, storing, classifying, and ensuring it is available to other employees as per the Policy, and including careful and appropriate management of commercial-in-confidence information.

### HEALTH, SAFETY AND WELLBEING

- Maintain current knowledge and comply with all the Bioeconomy Science Institute's Health, Safety, and Wellbeing Policy and the Te Whare Tapa Whā frameworks, systems, and procedures.
- Demonstrate safe workplace behaviour by taking all practicable steps to ensure own and other's safety in the workplace, coaching and influencing your people to ensure goals are met.
- Support the health and wellbeing of your colleagues to share in the culture of Ag Emissions Centre and AgResearch Group – New Zealand Institute for Bioeconomy Science Ltd.
- Identify and report incidents, hazards, near misses and safety observations via AgResearch's health and safety reporting system.
- To ensure proactive and effective workplace injury management and ensure the appropriate rehabilitation and support for employees.

### ORGANISATIONAL OBJECTIVES

- Actively participates in and contributes to performance conversations and personal development.
- Embraces the AgResearch Group - New Zealand Institute for Bioeconomy Science values framework and develops own behaviours to support these Values on a continuous basis.
- Takes responsibility to understand and apply the AgResearch Group – New Zealand Institute for Bioeconomy Science Ltd policy, processes, systems, and procedures daily.
- Commits to accurate and timely information sharing and recordkeeping as per set organisational standards.
- The accountabilities set out above are not exhaustive. Therefore, it may be necessary for you to undertake other reasonable accountabilities as required, which are within your abilities.



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### PERSON SPECIFICATIONS

The person best suited to this position will possess most of the following:

#### EDUCATION & QUALIFICATIONS

- Relevant tertiary level education or equivalent experience in or knowledge of te ao Māori, research, or science.

#### CAPABILITIES & EXPERIENCE

- Experience and knowledge in te ao Māori and tikanga.
- A minimum of 5 years' experience in Māori Agribusiness farm systems.
- Proven practical knowledge of te ao Māori and tikanga.
- Proven practical experience on how to engage in te ao Māori.
- Demonstrated high level of organisational and reporting skills in a similar role.
- Understanding and capabilities in the Māori agriculture, agrifood or Agritech sectors experience and knowledge.
- Understanding and capabilities in Māori centred Kaupapa Māori approaches, frameworks, and models to apply in research.
- Understanding of Vision Mātauranga and relevant policies that impact upon Māori and research partnerships.
- Understanding and capabilities in climate change and agricultural greenhouse gas emissions.
- Excellent project management and monitoring skills.
- Knowledge and existing relationships with partners in the land-based primary sector and/or research, science, and innovation system.
- Proven ability to engage with stakeholders (internal and external) about complex and emotive issues and provide leadership to reach resolution and an agreed way forward that is in the best interests of all parties.
- Demonstrated ability to motivate and influence people to deliver exceptional outcomes and results. Proficient computing skills including Microsoft applications.





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### COMPETENCIES

Organisational-wide competencies that the organisation determines as critical to every role.	
Accountability	Accepts responsibility for one's actions regardless of outcomes.
Caring About People	Displays sensitivity towards the attitudes, feelings, or circumstances of others.
Developing People	Provides support, coaching, training, and career direction to others.
Integrity	Acts honestly in accordance with moral or ethical principles
Driving Results	Accomplishes goals, completes tasks, and achieves results.
Leveraging Diversity	Respects and values individual differences to obtain a desired effect or result.
Relationship Building	Develops collaborative relationships to facilitate current and future objectives.
Self-Development	Actively acquires new knowledge and skills to remain current with and/or grow beyond job requirements.
Role-based competencies – these are the competencies required to perform this role.	
Decision Making	Uses sound judgment to make timely and effective decisions.
Delegating	Assigns work to others based on tasks, skills, and workloads.
Driving Change	Champions new methods, systems, and processes to improve performance.
Influencing Others	Persuades other to help achieve organisational goals and objectives.
Listening to Others	Listens and restates the ideas and opinions of others to improve mutual understanding.
Managing Conflict	Resolves hostilities and disagreements between others.
Managing Resources	Coordinates people and financial and material capital to maximize efficiency and performance.



*Our Future*

*Bright Minds*

*Leading the Way*

*Significance*

*Balance*